SANDRA MENDEL FURMAN, Esq., NAA
Neutral Practice limited to Dispute Resolution
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PROFESSIONAL AFFILIATIONS OR CERTIFICATIONS National Academy of Arbitrators; past NAA Regional Chairperson; Columbus Bar Association; FMCS and AAA labor arbitration panels; AAA mediation panel; LRC panel member; AMS panel member; NMB panel member; multiple labor permanent panels; Ohio State Employment Relations Board Fact Finder and Conciliator; COLERA Executive Board; Montana and Alaska labor roster; FINRA Arbitrator and Chair; Approved Mediator, OH Common Pleas Court; Probate Court Mediator; Private Mediation practice [EEO; labor/employment; small business; probate; academia]

PAST AND PRESENT EXPERIENCE Hearing Officer State of Ohio job audit appeals; OCSEA Local 11, AFSCME, AFL-CIO- State of Ohio grievance mediation panel contract Hearing Officer, Ohio Department of Agriculture Chapter 119 appeals; expedited-NTA arbitration panel OCSEA- State of Ohio; OSTA-State of Ohio arbitration panel; OEA-State of Ohio mediation panel; SEIU/State of Ohio mediation panel; Mediator, US Postal Service REDRESS program; Arbitrator-USPS expedited and regular arbitration panels for APWU, NPMHU and NALC; NMB referee; EEOC external mediator; SERB fact finder/conciliator panel; Multiple private and public sector permanent panel member; Montana Labor Panel; FINRA arbitrator; Project SMART mediator; Contract investigator, federal EEO cases; Private mediator, workplace disputes; Adjunct Professor, Capital University Law School, Labor and General Arbitration; Columbus State Community College Consultant to President; JVOMP volunteer mediator; Chair-various CBA committees and member of Ethics and Arbitration Committees; judge for OCLRE, OSU and Capital University law school competitions; practiced before all Ohio courts; Chapter 119 hearings; NLRB hearings; Staff attorney- OEA; private practice; in house counsel, Ohio Council 8, AFSCME, AFL-CIO

CASES HANDLED: arbitrability; discharge/suspension discipline; discrimination; bargaining unit work; classification; union activity; pay rates; promotion; demotion; job abolishment; layoffs; seniority

INDUSTRIES: airlines; **K-12** education; law enforcement; fire; bottling; food warehousing; postal service; retail; railroad; manufacturing; automotive; all levels of public employment municipal/county/state; burial industry; chemicals; higher education; power generation: gas/electric/nuclear; federal sector-VA; USAF; DODES US Army; Bureau of Prisons; Federal Medical Centers

SKILLS contract interpretation; decision making; decision writing; administrative hearings; facilitation; 5 and 7 stage mediation (facilitative model); complex reasoning; public speaking; statutory and rules interpretation; internal and external training

EDUCATION JD Capital University Columbus, Ohio
BA Brandeis University Waltham, Massachusetts cum laude
Extensive CLE and skills training; presenter at CLE and seminars